

NALC

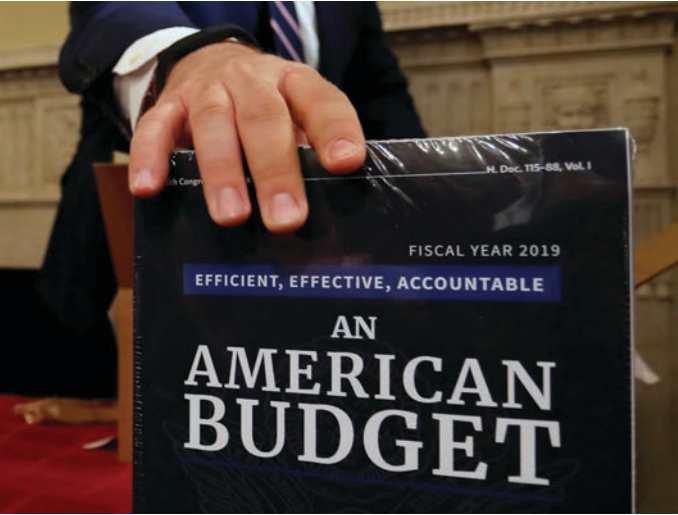
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Bulletin

Spring agenda complicated by White House budget proposals

On Feb. 12, the Trump administration released its explosive fiscal year 2019 budget, calling on Congress to add at least \$7.1 trillion to the federal debt over the next decade, even while it calls for the same job-killing delivery service cuts to the U.S. Postal Service that last year's budget proposal did. Additionally, it calls for massive federal spending reductions over 10 years, including major cuts to federal and postal employee benefit programs, and a federal pay freeze starting in 2019.



Though Congress is still working out the appropriation bills for the current 2018 fiscal year (for more on those, see the March issue of *The Postal Record*), the process for next year's budget begins with the annual submission of the president's budget. The administration's budget blueprint is not binding, but it does signal to Congress which policies the president advocates for.

While calling for massive cuts to Medicare (\$554 billion) and Medicaid (\$250 billion) over 10 years, the administration's new budget also calls for gutting the Affordable Care Act and aims direct attacks at federal and postal employees and their agencies.

"The chickens are coming home to roost from last year's tax cuts, which increased the federal budget deficit to more than \$1 trillion this year," NALC President Fredric Rolando said. "The administration is once again targeting the Postal Service for service reductions and calling for pension and health insurance cuts for postal and federal

employees—all to pay for last year's corporate tax giveaways. These proposals are outrageous and we will resist them with all our might."

A summary of the budget's attacks on federal retirement, Federal Employees Health Benefit Program health insurance, the Postal Service and the Labor Department is available on nalc.org. It shows that the proposed budget would cost letter carriers and their families thousands of dollars annually—more than wiping out any tax savings provided to us by the temporary middle-class tax cuts enacted in 2017.

"In the weeks ahead, we will work with allies in both parties to fight these proposals," Rolando said.

Some of the proposals may find champions in Congress, as over the course of the 115th Congress, Speaker of the House Paul Ryan (R-WI) and others have stated their intentions to cut Medicare, Medicaid and Social Security entitlements as one way to reduce the deficit. Additionally, Ryan and others in Congress have cut federal employees' pay and benefits in the past and could do so again. Letter carriers' pay and benefits, along with Postal Service days of delivery and service standards, also could be on the table for future negotiations.

RAA, community service appointments

President Rolando has appointed Chris Strickland as regional administrative assistant (RAA) for Region 8 (Alabama, Louisiana, Mississippi and Tennessee). Strickland filled the vacancy created by the appointment of Steve Lassan as Region 8 national business agent.

A member of Tuscaloosa, AL Branch 1096, Strickland began his postal career as a letter carrier in Tuscaloosa in 2001. He became a steward in 2005, branch vice president in 2006 and branch president in 2007, a position he held until his appointment as RAA. Strickland also served as a member of the dispute resolution team, an arbitration advocate, an executive delegate-at-large for the Alabama State Association and his branch's MDA coordinator. For the last three years, Strickland worked as an instructor for Region 8, teaching topics including Article 8, technology, grievance procedure, discipline and LMOU negotiations.

Strickland graduated from Leadership Academy Class 20 in 2015. Prior to joining USPS, he served in the Alabama Army National Guard for six years.



Chris Strickland

President Rolando also appointed Christina Davidson as assistant to the president for community services.

Davidson, a member of Durham, NC Branch 382, began carrying mail in 1999 as a casual, becoming a full-time carrier in 2001. She was elected secretary of her branch in 2003 and branch vice president in 2006. She has also served as a Step B representative and dispute resolution team facilitator. For the last 10 years, Davidson worked as MDA coordinator for Branch 382 and as a volunteer for her branch's food drive efforts.

Before joining the Postal Service, Davidson was a paratrooper in the Army and Army reserves from 1996 to 2006. She graduated from Leadership Academy Class 10 in 2010. Davidson filled a vacancy left by Pam Donato, who recently retired from the Postal Service and decided to leave NALC to enjoy her retirement.

"Pam set a high bar guiding the union's national community outreach," Rolando said. "We thank her for her service and wish her all the best."



Christina Davidson

Deadlines set for convention

Delegate eligibility lists for the 71st biennial national convention in Detroit have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine's office at NALC Headquarters no later than May 17 in order for branch representatives to be registered as delegates to the convention. The convention is set for July 16-20.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by May 17. That date is 60 days in advance of the convention, as prescribed by the *Constitution*. Proposed amendments will appear in this June's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the May 17 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after May 17 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by April 2.

Go to nalc.org for more convention news.



Members of the NALC Executive Council met at NALC Headquarters in January to discuss important issues facing letter carriers. Some of the items the Council addressed included the Joint Workplace Intervention Process, Article 12 withholding, conversions of city carrier assistants, OWCP, organizing, and the grievance/arbitration process. The council also discussed key legislative items, including the status of postal reform and budget talks.

Food Drive art unveiled

Thanks to a close relationship between cartoonist Bil Keane and his letter carrier, Keane's popular "Family Circus" comic strip had been associated with local letter carrier food drives even before the Letter Carriers' "Stamp Out Hunger" Food Drive went national in 1992.

Following Bil's death in 2011, his son Jeff has followed in his father's footsteps, creating and donating special artwork to help spread the word about the annual event. This year's drawing (below left) will no doubt find its way onto any number of promotional items such as posters, T-shirts and yard signs, not to mention paper and plastic Food Drive bags.

The cartoon and more promotional artwork also are available on the food drive tool kit for branches' promotional efforts.

The deadline is nearing for branches to register for this year's annual food drive, which will be held on Saturday, May 12. With the 2018 drive only about two months away, time is rapidly running out.

Branch presidents can register quickly and efficiently by using the "Members Only" portal at nalc.org. Once they've logged into the portal, they can simply select the "Food Drive" button. Enter information into all of the fields, then select "Complete registration." A notification will be provided to confirm registration.

Branch registration locks in a branch's order for food drive reminder postcards, so it's important for branches to register as soon as possible to ensure proper allocation of postcards.



NALC president walking for MDA

On May 19, NALC President Fredric Rolando will take a few steps to help "Deliver the Cure" for muscular dystrophy by participating in a Muscular Dystrophy Association (MDA) Muscle Walk fundraiser in Alexandria, VA.

"Every day, kids and adults are diagnosed with muscular dystrophy and related diseases that take away from the most basic freedoms—the freedom to walk, talk, hug and even breathe," Rolando said. "By taking part in this Muscle Walk to help raise money and awareness for NALC's only official charity, I hope to help those striving to get some of those freedoms back."

Rolando is walking in the MDA Muscle Walk of Greater Washington, one of more than 150 such events held across the country each year. Rolando will join participants of all ages and abilities on a wheelchair- and equipment-friendly course.

If you are in the Alexandria, VA, area, please sign up for Muscle Walk to participate as part of Rolando's team. If you are unable to join him in Alexandria, you can support his effort with a donation.

To visit Rolando's official Muscle Walk page, go to www2.mda.org/goto/TeamRolando. If you would like for your branch to receive the credit for your donation, be sure to type in your branch number in the "Recognition Name Box" at the end of the billing information.

If you prefer to donate by mail, send a check or money order, payable to MDA, along with your name, branch number, amount sent and an indication that it is for the MDA Muscle Walk—or go to nalc.org for a printable form. Mail your donation to Rolando MDA Muscle Walk, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001.

To find a Muscle Walk near you, go to mda.org/get-involved/participate-in-an-event.

Fourth COLA set at \$520

The fourth contract COLA was finalized on Feb. 14 at \$520 annually with the release of the January 2018 CPI-W. The fifth COLA will be finalized with the release of the July 2018 CPI-W in August 2018. The paychart with the COLA is below.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 3, 2018

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	TBD
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%.

Note that the full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

RSC Q (NALC)

Basic Annual Salaries																	MOST PREV. STEP
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	YRS.	
1	49,540	53,521	55,067	58,026	58,435	58,845	59,245	59,652	60,061	60,463	60,872	61,278	61,686	62,096	62,499	409	
2	51,575	55,810	55,908	58,939	59,379	59,821	60,256	60,692	61,136	61,563	62,007	62,449	62,883	63,331	63,768	444	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	24.77	26.76	27.53	29.01	29.22	29.42	29.62	29.83	30.03	30.23	30.44	30.64	30.84	31.05	31.25		
2	25.79	27.91	27.95	29.47	29.69	29.91	30.13	30.35	30.57	30.78	31.00	31.22	31.44	31.67	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	23.82	25.73	26.47	27.90	28.09	28.29	28.48	28.68	28.88	29.07	29.27	29.46	29.66	29.85	30.05		
2	24.80	26.83	26.88	28.34	28.55	28.76	28.97	29.18	29.39	29.60	29.81	30.02	30.23	30.45	30.66		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

RSC Q7 (NALC)

Basic Annual Salaries																	MOST PREV. STEP
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	YRS.	
1	38,439	40,155	41,874	43,593	45,313	47,031	48,750	50,467	52,188	53,905	55,624	57,343	59,062	60,782	62,499	1,719	
2	39,218	40,970	42,725	44,478	46,232	47,985	49,740	51,493	53,247	55,001	56,755	58,507	60,261	62,014	63,768	1,754	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	19.22	20.08	20.94	21.80	22.66	23.52	24.38	25.23	26.09	26.95	27.81	28.67	29.53	30.39	31.25		
2	19.61	20.49	21.36	22.24	23.12	23.99	24.87	25.75	26.62	27.50	28.38	29.25	30.13	31.01	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	18.48	19.31	20.13	20.96	21.79	22.61	23.44	24.26	25.09	25.92	26.74	27.57	28.40	29.22	30.05		
2	18.85	19.70	20.54	21.38	22.23	23.07	23.91	24.76	25.60	26.44	27.29	28.13	28.97	29.81	30.66		
Percent Step O																	
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

Grade	CC	BB	AA
1	16.78	17.28	17.78
2	17.13	17.63	18.13
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

Grade	CC	BB	AA
1	18.18	18.68	19.18
2	18.54	19.04	19.54
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

National Association of Letter Carriers

100 Indiana Ave. NW
Washington, DC 20001-2144
202-393-4695 | www.nalc.org

Fredric V. Rolando, President

EDITORIAL STAFF:
Philip Bine, Director of Communications
and Media Relations
Mike Shea, Designer/Web Editor
Rick Hodges, Writer/Editor
Jenessa Wagner, Writer/Editor

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